



United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

June 2009

INTERIM REVIEWS AND EARLY RATINGS

Mid-cycle feedback is now due for most NSPS employees and senior GS employees (grade 9 and above). Feedback for NSPS employees is documented in the Performance Appraisal Application (interim review tab). Counseling statements for GS employees are annotated on the DA Form 7222-1. If a rater leaves *after* the month of June, an early annual rating can be prepared. Early annual ratings influence bonus and NSPS pay decisions.

NSPS CONNECT PORTAL LAUNCHED

The National Security Personnel System (NSPS) Program Executive Office (PEO) has launched NSPS Connect, a new information portal, intended to serve as a gateway providing access to learning materials, resources, and tools in one centralized location. The site replaces the "Training" page of the NSPS website and allows users to quickly access products such as tip sheets, fact sheets, worksheets, brochures, NSPS training courses, user guides and automated tools. NSPS Connect is located under the NSPS Connect button in the main menu on the NSPS home page. The direct link to this page is:

<http://www.cpms.osd.mil/nsps/nspsconnect>.

NEW OPTION FOR REEMPLOYED ANNUITANTS

The 2004 Defense Authorization Act allowed managers to employ retired civilians and allow them to receive their full salary and annuity; however, these annuitants were unable to make retirement or Thrift Savings Plan contributions. The 2008 Defense Authorization Act provides most currently employed annuitants appointed after November 25, 2003 the option to make retirement contributions and participate in the TSP in lieu of receiving a full salary and annuity. Annuitants interested in this option must submit the request to their local Civilian Personnel Advisory Center (CPAC) on a DD Form 2938. The election is irrevocable and will become effective the first day of the first pay period after submission. Copies of the DD2938 are available online at: <http://www.dtic.mil/whs/directives/infomgt/forms/efoms/dd2938.pdf>.

OPM DIRECTOR ADVOCATES FEDERAL PERFORMANCE PAY SYSTEM

John Berry, the new Office of Personnel Management director said that the Obama administration intends to institute a Federal pay-for-performance system. "He's made it clear that it's worth a try, and he's willing to spend political capital to do it." Berry indicated that OPM will work with labor unions, management organizations, lawmakers, academics and other interested parties to "design a pay system that will last." He said the system will require training for managers at all levels and needs a performance appraisal system that doesn't avoid cronyism, rewards hard workers and "weeds out the deadwood." Berry indicated that the Defense Department's National Security Personnel System, which is currently being reviewed by an independent panel, could help shape a government-wide system.

A monthly publication of the United States Army Dental Command.